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5 **UNITED STATES DISTRICT COURT**
6 **WESTERN DISTRICT OF WASHINGTON**
7 **TACOMA DIVISION**

8 SYBILLA RANDOLPH, KATHERINE
9 ADAMS, CONNIE MALASKA, QUEONNA
10 JACKSON, AND CHRISTINE KOCH,
individually and on behalf of all others
similarly situated,

11 Plaintiffs,

12 v.

13 CENTENE MANAGEMENT COMPANY,
14 LLC,

15 Defendant.
16

Case No. 3:14-cv-05730-BHS

ORDER

17 The above-titled matter came before this Court upon the Parties' Joint Motion for Final
18 Approval of Settlement. Based upon the memoranda, exhibits, and all the files and proceedings
19 herein, the Court makes the following:

20 **ORDER**

- 21 1. The Parties' Joint Motion for Final Approval of Settlement is **GRANTED**.
22 2. The Parties' Settlement Agreement is approved as fair, reasonable, and adequate
23 as to the members of the Rule 23 State Law Classes and FLSA Collective.
24 3. The Court finds that the uncertainty and delay of further litigation strongly
25 supports the reasonableness and adequacy of the \$4,500,000.00 Settlement Amount.
26 4. The payments out of the Settlement Amount shall be disbursed in accordance
with the Settlement Agreement.

1 5. Pursuant to 29 U.S.C. § 216(b), the Court maintains certification of the
 2 following conditionally certified FLSA Collective pursuant to 29 U.S.C. § 216(b): All persons
 3 who are, have been, or will be employed by Defendant as Case Managers (also known as prior
 4 authorization, pre-certification, or concurrent review nurses) at any time from three years prior
 5 to the filing of this Complaint through the entry of judgment, and whose job it was to apply
 6 pre-determined criteria and guidelines to authorization requests submitted by healthcare
 7 providers.

8 6. Pursuant to Fed. R. Civ. P. 23, the Court maintains the class certification of the
 9 following Rule 23 State Law Settlement Class for settlement purposes: All individuals who are
 10 not FLSA Opt-In Plaintiffs and who were employed by Defendant in Washington, California,
 11 Illinois, Missouri or Ohio as Case Manager utilization review nurses (also known as prior
 12 authorization, pre-certification, or concurrent review nurses) at any time during the applicable
 13 state law's statute of limitations period.

14 7. The Court approves incentive payments to the Named Plaintiffs as follows:

- 15 a. \$7,500.00 to Named Plaintiff Sybilla (Randolph) Walther;
- 16 b. \$5,000.00 to Named Plaintiff Katherine Adams;
- 17 c. \$5,000.00 to Named Plaintiff Connie Malaska;
- 18 d. \$5,000.00 to Named Plaintiff Queonna Jackson; and
- 19 e. \$5,000.00 to Named Plaintiff Christine Koch.

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 21 Signed this 17th day of October, 2016.

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BENJAMIN H. SETTLE
 United States District Judge